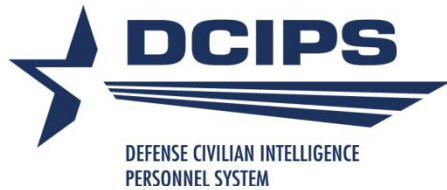




2011 Performance Evaluation and Pay Pool Results

April 2012



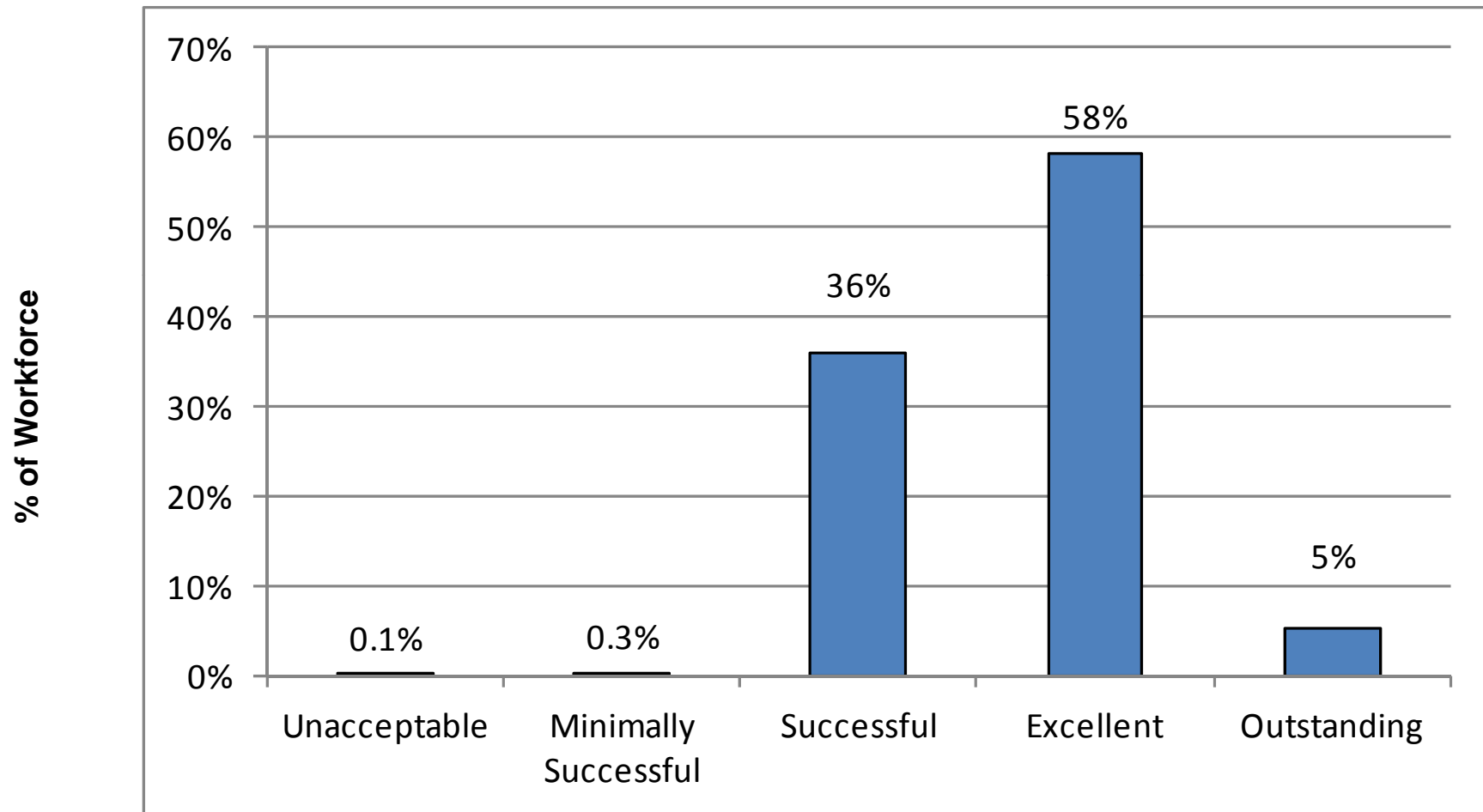
Overall Summary

FY11 Performance Ratings and Payouts

Modal Performance Evaluation of Record*	Excellent (4)
Mean Performance-based Salary Increase (NGA only)	2.5%
Mean Bonus Amount	\$2,211
Percent of Workforce Receiving a Bonus	41%

* Refers to the Performance Evaluation of Record received by the highest percentage of employees.

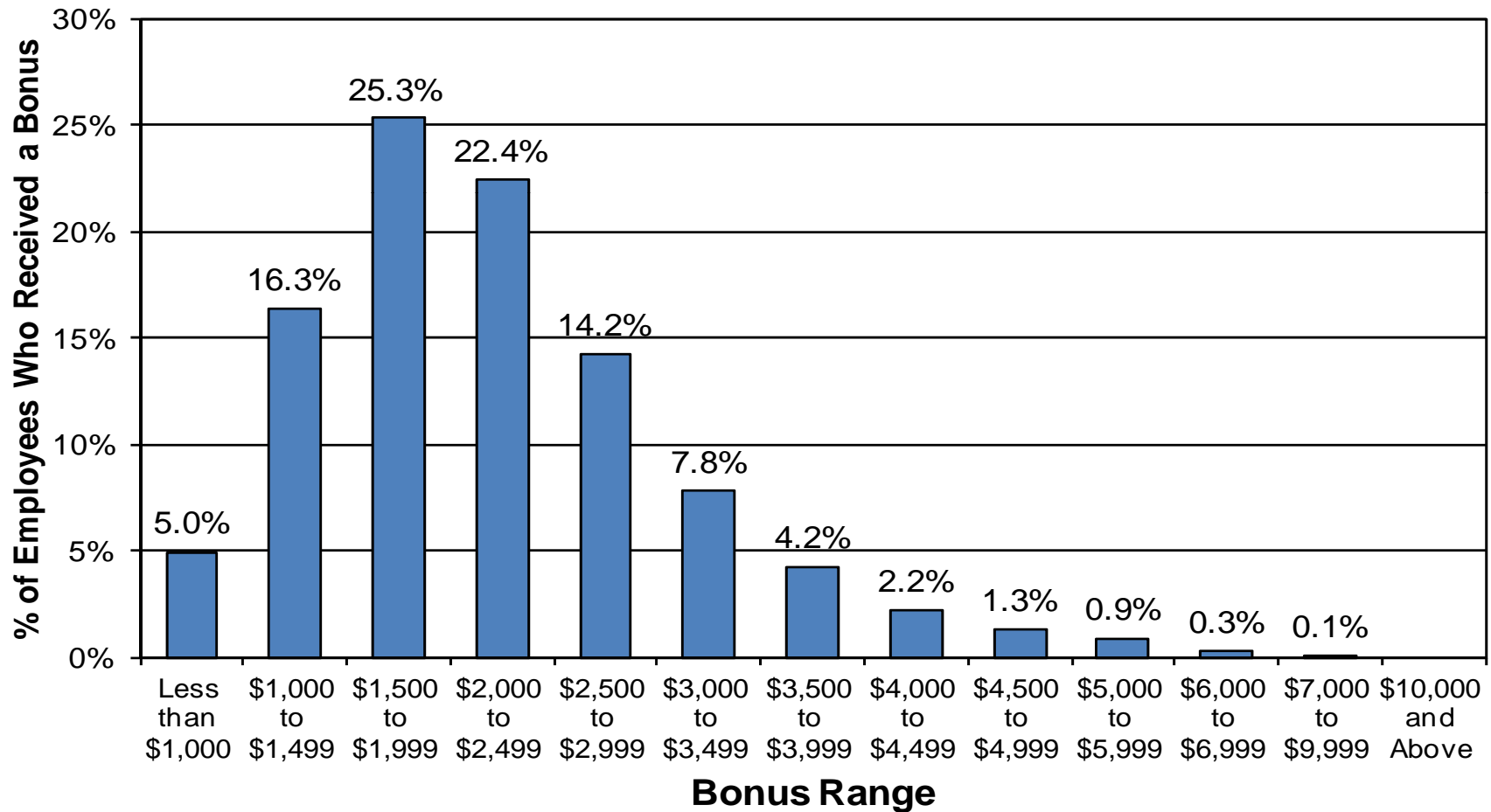
FY11 Performance Management Results – Total Workforce



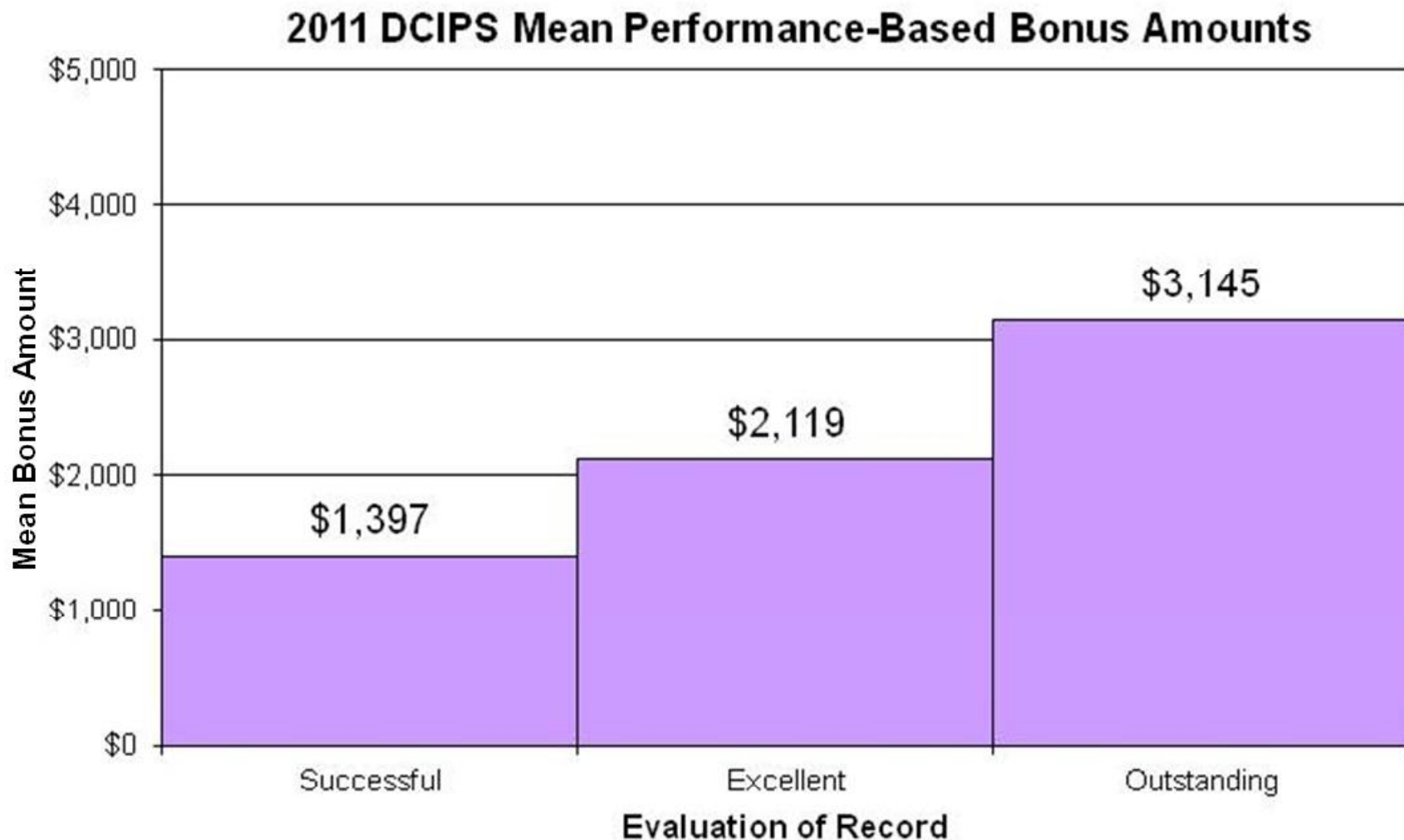
Performance Evaluation of Record

2011 Bonus Results Total Workforce

2011 DCIPS Performance-Based Bonus Distribution



2011 Mean Bonus Amount by Performance Evaluation of Record



Note: approximately 18% of employees rated as “outstanding” received a QSI.
Most of these were in lieu of a bonus